



Spire Healthcare

Gender pay gap 2024

Entity	Spire Healthcare Limited		Montefiore House Limited		Spire Healthcare Group plc ¹	
Number of employees (includes bank workers) ²	13,115		256		15,703	
Women's hourly rate is:						
Mean	16.2% lower		5.8% lower		16.1% lower	
Median	11.6% lower		-11.8% lower		12.3% lower	
Pay quartiles:	Men	Women	Men	Women	Men	Women
Top quartile	25.8%	74.2%	32.8%	67.2%	26.5%	73.5%
Upper middle quartile	20.4%	79.6%	14.1%	85.9%	20.2%	79.8%
Lower middle quartile	20.9%	79.1%	20.3%	79.7%	20.5%	79.5%
Lower quartile	16.1%	83.9%	32.8%	67.2%	16.3%	83.7%
Women's bonus pay is:						
Mean	74.7%		2.2%		76.2%	
Median	25%		0%		25%	
Who received a bonus?						
Men	32.0%		39%		30.8%	
Women	29.8%		38.7%		28.2%	

¹Including Spire Healthcare Limited, Montefiore House Limited, Claremont, Doctor's Clinic Group and Vita Health.

²In line with government reporting requirements, the number of employees stated in the table above is the number of colleagues who received full pay in the pay period April 2024.

Looking after you.